

**City Council Action
Financial Impact Report**

Title of Item: Collective Bargaining Agreement with the International Association of Fire Fighters, Local 157, for fiscal year 2023-2024, retroactive to July 1, 2023 through June 30, 2024.

Originating Department: Human Resources Department

Description of Impact

The City of Oklahoma City and the International Association of Firefighters, Local 157 (IAFF) have been involved in contract negotiations since approximately May 3, 2023. A tentative agreement was reached on or about December 20, 2023. The membership of the IAFF, Local 157 ratified the agreement on or about January 30, 2024.

The resulting agreement shall be effective July 1, 2023 and shall remain in full force and effect through June 30, 2024.

The tentative agreement consists of the following:

- 1) Pay plan adjustment by rank, effective July 1, 2023 (Article 21, Addendum B and Addendum B-1);
- 2) Longevity schedule adjustment, effective July 2, 2023 (Addendum C);
- 3) Adjustment of the City's contribution toward health and welfare benefits from \$17,189 to \$16,912 per budgeted position per year, effective July 1, 2023 (Article 20);
- 4) Change in how letters of reprimand will be removed after a two (2) year period (Article 5);
- 5) Language added to allow the Fire Chief to hire Fire Dispatch Recruits and revises the process for filling internal vacancies in the Fire Dispatch Work Section (Article 9);
- 6) Changes the schedules for promotional two (2) week academies from five 8-hour days per week to four 10-hours per week (Article 9);
- 7) New language that will eliminate Z'd pay by adding an 8% Support Differential for individuals in certain Non-Operations pay ranges and a 4% Fire Investigation Support Differential for individuals in the Fire Investigation Work Section (Article 9); and
- 8) Increases Paramedic Incentive Pay for personnel assigned to Operations from \$225 to \$250 per pay period (Article 22) and adds a \$125 per pay period incentive for all personnel assigned to Non-Operations who obtain and maintain EMT-Paramedic Certification (Article 22).

The total estimated cost of the contract for FY2023-2024 is shown below.

	Current Contract Cost	Contract Changes	FY24 Contract Cost
Salary	\$ 80,102,630	\$ 3,027,319	\$ 83,129,950
Merit	783,688	29,618	813,306
Longevity	4,802,112	242,834	5,044,947
FICA	1,446,457	53,199	1,499,656
Pension	13,738,190	513,648	14,251,838
Insurance	17,464,024	(281,432)	17,182,592
Overtime	9,767,454	369,141	10,136,595
Uniform Allowance	1,625,600	-	1,625,600
Incentive Pay	2,656,052	843,910	3,499,962
Tuition Reimbursement	20,000	-	20,000
	<u>\$ 132,406,208</u>	<u>\$ 4,798,238</u>	<u>\$ 137,204,445</u>

a. Cost to City Organization: \$137,204,445

b. Cost to Citizens: none

c. Cost to Business Community: none

d. Revenue Produced: none

Source of Funds

Fund Name: General Fund, Fire Sales Tax Fund

Agency Name: Fire Department

Department Head Signature:  1/22/2024

OMB Review Completed by: *Latisha Thompson* 01/22/2024